



Administrative Progress Report (APR) March 2008

To: POST Commissioners and Advisory Committee Members

From: PAUL A. CAPPITELLI
Executive Director

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

LA TIMES DATA AND RELATED INFORMATION

On March 6, 2008, POST produced the information sought by the *Los Angeles Times* pursuant to its 2002 California Public Records Act (CPRA) request and the subsequent Supreme Court ruling granting that request. The information came from 171,000 Notices of Appointment/Termination received by POST between 1995 and 2007. Of the 105,000 officer records included, approximately 2,300 names were redacted at the request of 151 agencies. To date, it has not been determined if the *Times* intends to challenge any redactions submitted by an agency.

The information was delivered to the *Los Angeles Times* during the same week that the *Sacramento Bee* established a website (<http://www.sacbee.com/1098/story/738462.html>) posting the name, department, salaries, and earned overtime of all state employees, including some peace officer personnel who had been redacted from the POST report at the agency's request. (Teachers and legislative staff members were not included in the initial *Sacramento Bee* report). Additionally, during the course of compiling POST's data for the *Times*, a new, nationwide database website - <http://www.ratemycop.com/> - became operational in February 2008. Though relatively new, this website lists 459 California local, state, and federal agencies and allows anonymous users to comment on individual officers. Not all agencies listed are populated with rosters of active personnel, but many are.

Questions about the *Los Angeles Times*' data and related information may be directed to Assistant Executive Director Dick Reed, Executive Office, at (916) 227-2809 or Dick.Reed@post.ca.gov.

POST MANAGEMENT TEAM DEVELOPMENT MEETING COMPLETED

The POST Management Team attended an off-site workshop on March 18-20, 2008. The purpose of the workshop was to introduce the Management Team to a leadership style that will assist the team members in introducing a participative style of leadership to all bureaus within POST. With "leadership" as the key theme, the team was renamed "The Leadership Team."

Discussions focused on identifying expectations in terms of specific roles and responsibilities, strengthening trust levels, improving communication throughout the organization, and establishing an understanding for the need to expand collaboration in problem-solving and the decision-making process to all levels of POST. All members of the Leadership Team agreed to pursue and foster an organizational attitude that supports the need to continually evaluate the ways POST conducts business with an overall goal of improving programs and service to POST's clients.

Time was also spent getting to know the new Executive Director, understanding his vision for the organization, and the value of involving all members of POST in creating a better working environment. Leadership Team members identified a number of operational issues that were either addressed during the workshop, or will be in the near future.

One of the highest priorities identified was the need to create an employee development program which would facilitate succession planning through training and development of future leaders. Other priorities included:

1. Redirection of Leadership Team meetings to assess how well we are meeting the field's training needs;
2. Expanding the existing alternate work schedule for POST employees to include a 4/10 configuration when and where possible;
3. Establish a Technology Committee within POST to meet evolving technological needs of the field;
4. Redirect the work load of the Design and Publishing Unit to eliminate production backlog;
5. Assisting POST staff in identification and achievement of career goals;
6. Develop an employee training and development plan for all POST employees; and
7. Monthly Bureau Chiefs' Meetings to share project information and discuss work-related issues within the bureaus.

Questions about the POST Management Team Development Meeting may be directed to Bureau Chief Tom Liddicoat, Administrative Services Bureau, at (916) 227-3928 or Tom.Liddicoat@post.ca.gov.

ENVIRONMENTAL ENFORCEMENT TRAINING COORDINATION MEETING ATTENDED

POST staff attended an environmental enforcement training coordination meeting on March 10, 2008. The goal of the meeting, conducted under the auspices of the CalEPA, was to review existing environmental enforcement training and identify duplication and/or opportunities for streamlining training offered throughout the state.

It was decided that CalEPA will distribute a questionnaire to agencies that present environmental enforcement training, and then use the results to create an inventory of the training. In July, the group will meet to review the inventory and determine where duplication can be reduced and where gaps in training may exist.

Questions about the environmental enforcement training may be directed to Special Consultant April Crume, Training Program Services Bureau, at (916) 227-0473 or April.Crume@post.ca.gov.

POST INSTRUCTOR SYMPOSIUM HELD IN SAN DIEGO

The 2008 POST Instructor Symposium, presented by the San Diego Regional Training Center, was held March 25-28, 2008, in San Diego. The Symposium theme was “*It’s Still All About the Students.*” San Diego County Sheriff Bill Kolender and San Diego City Executive Assistant Police Chief Bill Maheu welcomed participants to the area. Representatives from the Sheriff’s Department and San Diego Police Department presented the colors and sang the National Anthem. Executive Director Paul Cappitelli delivered opening remarks and thanked participants for their commitment to instructor development and high training standards. Over 300 attendees participated from all over California.

This year’s Symposium welcomed the Robert Presley Institute of Criminal Investigation (ICI) instructors with an expanded schedule that included the ICI Instructor Update (previously a separate event). Participants were able to select from a variety of three-hour workshops on topics ranging from technology, to critical thinking, to lesson planning. The workshops were augmented by plenary sessions led by several well-known speakers including Doug Walker, author and renowned motivational speaker, and Sharon Bowman, author and highly-accomplished professional trainer.

The Symposium is offered annually and participants receive up to 29 hours of Continuing Professional Training credit. Instructors in the Academy Instructor Certificate Program (AICP) can meet the triennial recertification requirements by attending or use the Symposium for partial fulfillment of the AICP Equivalency Process.

Questions about the Instructor Symposium may be directed to Senior Law Enforcement Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

DRIVER TRAINING ADVISORY COUNCIL CONVENED

As part of its initiative to improve driver training and reduce on-duty traffic collisions, a Driver Training Advisory Council (DTAC) was created. The DTAC met on March 4, 2008, in Sacramento. The Council is composed of representatives from the:

- California Academy Directors’ Association
- California Association of Police Training Officers
- California Police Chiefs’ Association
- California Peace Officers’ Association
- California State Sheriffs’ Association
- Peace Officers’ Research Association of California
- California Highway Patrol Academy
- California Department of Motor Vehicles
- Los Angeles County Sheriff’s Department
- Sacramento Police Department
- San Bernardino County Sheriff’s Department
- San Jose Police Department
- West Covina Police Department

At the first meeting, the DTAC reviewed data and attempted to better define "the problem" - (preventable) traffic-related peace officer injuries and fatalities. They also reviewed the academic and professional literature on driver training methodologies and primary causes of law enforcement collisions. In addition, the DTAC reviewed survey data on driver training programs from other states and a research plan/methodology to assess the effectiveness of different types of driver training. Expanded representation on the DTAC is planned to include the Office of Traffic Safety and possibly the National Highway Traffic Safety Administration. A preliminary work plan has been developed for the next six months.

Questions regarding the DTAC may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov, or to Senior Consultant Steven H. Craig, Training Program Services Bureau, at (916) 227-4887 or Steven.Craig@post.ca.gov.

BASIC COURSE SKILLS TESTING PROJECT CONTINUING

POST Strategic Plan Objective A.4 directs staff to establish standardized skills tests for vehicle operations, arrest methods, and firearms competency testing in the Basic Course. The Emergency Vehicle Operation Course (EVOC) skills test project is now in the pilot stage. Data collection is underway at the regional academies of the San Bernardino and Alameda County Sheriffs' departments. Likewise, the arrest and control skills test forms have been finalized and staff has prepared training procedures for delivery to evaluators who will administer the tests during the pilot-test phase. Finally, staff completed the firearms skills project. Train-the-trainer sessions were presented regionally. The new standardized forms for assessing student performance during firearms training are now being used by academies statewide.

Questions about the Basic Course Testing Project may be directed to Bureau Chief Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-4832 or Ken.Krueger@post.ca.gov.

UPDATE ON INTERNET-BASED PELLETB SOFTWARE SYSTEM

POST's Testing Management and Assessment System (TMAS) administers and scores Basic Academy tests using the Internet. This system is undergoing a major expansion to include online administration and scoring of the POST Entry-Level Law Enforcement Test Battery (PELLETB). This expansion will improve test security, streamline test administration, provide immediate test results, and advance test development efforts.

In March, significant progress was made on this project. First, a group of agencies that volunteered to pilot the new software met with the vendor, Crown Pointe Technologies, Inc., to discuss local implementation issues. Second, the vendor completed all work on the paragraph completion (CLOZE) portion of the software which has been the most challenging aspect of the test to automate. Finally, a June date was agreed upon to commence the pilot (beta) test of the product.

Questions about the Internet-based PELLETB may be directed to Senior Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or Bob.Holmgren@post.ca.gov, or to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

ROBERT PRESLEY INSTITUTE OF CRIMINAL INVESTIGATION FOUNDERS AWARD BESTOWED

On March 25, 2008, Jackye McClure, Director of the Administration of Justice Bureau at San Jose State University, was presented with the Robert Presley Institute of Criminal Investigation (ICI) Founders Award for her outstanding contributions to law enforcement training, specifically in the ICI Program. This award, presented at the Instructor Symposium in San Diego, was designed to recognize those who have substantially contributed to developing and presenting state-of-the-art training courses for investigators.

Since 1998, Jackye has more than doubled the number of ICI courses presented through San Jose State University. She also directs the highly-successful Detective Symposium which annually provides innovative “lessons learned” training to more than 250 detectives. Additionally, Jackye has trained thousands of officers on the intricacies of sexual assault and continuously provides input on numerous other POST programs and courses.

Questions about the Founders Award or the ICI Program may be directed to Senior Consultant Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or Patricia.Chisum@post.ca.gov.

FIRST AID/CPR ONLINE COURSE TESTING COMPLETED

POST staff and subject matter experts have completed testing of new content for the First Aid/CPR online course. The course, expected to be available via the POST Learning Portal in May, will satisfy the EMSA requirement for First Aid/CPR refresher training. Officers using the online course will be required to complete the skills demonstration separately. Directions for completing both parts will be provided in the online training. Completion of the online course and skills demonstration will be recorded through the POST Learning Portal, and training records will be automatically updated.

Questions about the First Aid/CPR online course may be directed to Senior Instructional Designer Sven Blomberg, Training Program Services Bureau, at (916) 227-4547 or Sven.Blomberg@post.ca.gov.

SHERMAN BLOCK SUPERVISORY LEADERSHIP INSTITUTE / MUSEUM OF TOLERANCE PARTNERSHIP FINALIZED

During March, staff from the Sherman Block Supervisory Leadership Institute (SBSLI) and the Museum of Tolerance (MOT) met to discuss the details of presenting every fourth SBSLI session at the MOT. Class size, relevant topics, possible speakers, and the connection between tolerance and leadership were discussed. A tour of the museum was taken to determine which exhibits would be most beneficial for SLI students to experience at their leadership training level. Pilot testing for this project is set to begin with SBSLI classes 240 and 241 during June 2008.

Questions about the SBSLI/MOT partnership may be directed to Special Consultant April Crume, Training Program Services Bureau, at (916) 227-0473 or April.Crume@post.ca.gov, or to Senior Consultant Greg Kyritsis, Center for Leadership Development, at (916) 227-2824 or Greg.Kyritsis@post.ca.gov.

REGIONAL SKILLS TRAINING CENTERS UPDATE CONVENED

Coordinators and Lead Instructors from the statewide Regional Skills Training Centers (RSTCs) met in Pleasanton at the biannual update forum. Representatives were updated on the latest innovations in both Force Option Simulator (FOS) and Law Enforcement Driving Simulator (LEDS) Perishable Skills training.

Force options members reviewed scenarios presented by AIS-Prism for possible inclusion into the Perishable Skills Program. Twenty-seven scenarios were approved for inclusion into the RSTC presentation tool box.

Executive Director Paul Cappitelli met with LEDS training presenters to discuss the decision to suspend the acquisition of new simulators and initiate a driver training effectiveness study. He explained the study will examine driver training programs with the objective of reducing traffic-related officer injuries and deaths.

LEDS presenters created a self-assessment tool for determining the operational readiness of the LEDS simulators within the program. All LEDS are two years beyond their life expectancy and are experiencing various problems. This tool will assist in determining replacement priority when the study has concluded.

Before they adjourned, members celebrated the imminent departure of Sacramento Police RSTC coordinator Mike Smith and trainer George Whitcomb who will retire with over 70 years of combined law enforcement experience, with the majority of their time spent as trainers. Their historical knowledge and wisdom will be sorely missed.

The next update meeting is scheduled for September 15-19, 2008, and will be hosted by the Ventura Sheriff's RSTC. The agenda includes the final results of the driver training study and simulator-specific in-service training by the Force Option manufacturers.

Questions about the Regional Skills Training Centers Force Options and Law Enforcement Driving Simulator Programs may be directed to Senior Consultant Steven H. Craig, Training Program Services Bureau, at (916) 227-4887 or Steven.Craig@post.ca.gov.

UPDATED TELECOURSE FOR RACIAL PROFILING TRAINING RELEASED

POST has released a video-based racial profiling refresher training course called *Racial Profiling Update*. The telecourse reviews and summarizes the core information from the initial five-hour training and updates changes in laws and practices as part of a two-hour refresher.

The California Legislature in 2000 amended Penal Code Section 13519.4 by defining racial profiling as the practice of detaining a suspect based solely on race and ethnicity without any individualized criminal suspicion of the person being stopped. This telecourse program examines the definition of racial profiling from community and law enforcement perspectives, legal issues, overview of civil rights milestones, and shows the impact of racial profiling as examined through community and ethical considerations. The program features officers' narratives of real-life experiences and includes interviews with private citizens as well as subject matter experts.

Resources for the program include various community organizations, the Museum of Tolerance in Los Angeles, and officers' own stories - all designed to build a refresher presentation that educates officers on the way to do their job legally, ethically, and professionally.

Questions about the *Racial Profiling Update* telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

LOS ANGELES COUNTY SHERIFF'S STATIONS WIN AWARD

The Altus Global Alliance – Vera Institute of Justice, announced the winners of the annual Police Station Visitors Week. The Los Angeles County Sheriff's Department stations in San Dimas, Lakewood, and Lancaster stations swept first, second, and third-place honors as the best stations in the nation and the world.

The award is based on evaluations and station visits by Global Alliance representatives to more than 800 stations in 22 nations around the world. The evaluations "assess citizen satisfaction with services delivered by police departments, identify good practices used by police and strengthen relations between police and their local communities," Altus officials said. The program examines community orientation, physical conditions, unbiased treatment of the public, detention conditions, and transparency and accountability. The Vera Institute of Justice, one of the American founding members of the alliance, organized the visits and evaluation in the United States.

Executive Director Cappitelli sent a letter of congratulations to Los Angeles County Sheriff Leroy Baca on behalf of the Commission and POST staff.

CALENDAR OF EVENTS ON THE POST WEBSITE

For security reasons, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page.

LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007-08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 1769</u> (Galgiani)	Jury Service - Peace Officer Exemption: This bill exempts active peace officers from jury duty. Commission Position: Undetermined.	Assembly Appropriations (no date)
<u>AB 1855</u> (Portantino)	Public Safety Officers – Investigations and Interrogations: This bill amends the Peace Officer Bill of Rights. No statement made during interrogation by a public safety officer under duress, coercion, or threat of punitive action shall be admissible in any judicial proceeding. Commission Position: Undetermined at this time.	Assembly Public Safety (3/11/08)
<u>AB 2028</u> (Solorio)	Fair employment: Peace Officers: Background Investigation: This bill would, notwithstanding existing law, allow a required background investigation into good moral character, including investigation into non-medical and non-psychological information, to be performed after a conditional offer of employment to be a peace officer to the extent not prohibited by federal law. Commission Position: Support.	Not yet set for Committee
<u>AB 2698</u> (Calderon)	Career Technical Education: Peace Officer Standards and Training: This bill would require the Superintendent to coordinate the development of model curriculum standards for a career technical education course of study relevant to training to become a peace officer by January 1, 2010, and would require the Commission to work in consultation and coordination with the Superintendent to develop the model curriculum standards. Recommended Commission Position: Support.	Education Committee (4/16/08)